



# THE COMMUNICATOR

Volume 15, Issue 1,  
Winter / Spring, 2017

Grant County Employee Newsletter

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## Team Grant County

### Welcome to our Team!

New Employees - January 1, 2017 through February 7, 2017

**Nicole Baumeister** ~ January 3 ~ ADRC

**Sarah White** ~ January 3 ~ Orchard Manor

**Justin Johnson** ~ January 11 ~ Conservation, Sanitation, and Zoning

**Andrew Nelson** ~ January 16 ~ Sheriff's Office

**Heather Klein** ~ January 20 ~ Orchard Manor

**Dayne Krachey** ~ January 20 ~ Orchard Manor

**Megan Andersen** ~ January 23 ~ Clerk of Court's Office

**Jessica Hewitt** ~ January 30 ~ Health

**Dominic Pagliaro** ~ February 6 ~ Sheriff's Office

### LEAN Journey Update...

Facilitator training was completed last summer for several employees. Congratulations and a big thank you to Lynda Schweikert, Gary Ranum, Nancy Scott, Robert Keeney, Jeff Anderson, and Kathy Rink. We currently have three active projects. The facilitators teamed up to guide and encourage the stakeholders with their continuous improvement goals. The end projects will be posted on the LEAN link on the county's website and a brief presentation at the county board meetings. You can find the project charters with team members, purpose, and scope on the site as well.

#### Current projects:

Accounts Payable Process

Stepping Up – Reducing Mental Illness in the Jail

Citation Litigation Process



Joyce Roling  
Personnel Director

Our next LEAN luncheon meeting will be Monday, February 13, 2017, at 11:30 in the County Board Room. All staff is welcome to attend. Bring your lunch and join us as we talk about our LEAN journey. We will be discussing how to identify a potential LEAN project. We encourage you to attend if you have projects in mind. Our facilitators are wrapping up projects and will be ready to assist with new ones.

## Do you have money left in your flex account?

Remember with healthcare and daycare flex you **USE IT OR LOSE IT**. You must request reimbursement before March 31st, 2017 for your 2016 healthcare and daycare flex election balances. Contact EBC or the County's Personnel Office if you have questions.

EBC: (800)346-2126 or [www.ebcflex.com](http://www.ebcflex.com)

Grant County Personnel: (608)723-2540 or [dmergen@co.grant.wi.gov](mailto:dmergen@co.grant.wi.gov)

# Mark Your Calendar

## 2017 Training Opportunities

Please let your supervisor know if you are interested in attending any of these training sessions. The sessions are held in the County Board Room and reserved seating is appreciated by calling 723-2540 or emailing Dawn at [dmergen@co.grant.wi.gov](mailto:dmergen@co.grant.wi.gov).

**Dates: March 16, June 19, September 21, and December 14**

8:15 a.m. to 8:55 a.m.	Civil Rights Compliance
8:55 a.m. to 9:45 a.m.	Electronic Communication Policy / I.T. Update and Education
9:55 a.m. to 10:35 a.m.	Sexual Harassment Workplace Violence
10:35 a.m. to 11 a.m.	FMLA
11 a.m. to 11:20 a.m.	March and September: Deferred Compensation Plans Presentations June and December: Aflac Presentations
11:20 a.m. to 11:40 a.m.	Workers Compensation
11:40 a.m. to Noon	County Benefits in Review (optional for staff that recently oriented with Dawn)

## 2017 Paid Holidays

The following is a listing of Grant County's 2017 observed paid holidays.

New Year's Day.....	Monday, January 2
Friday Afternoon before Easter.....	Friday, April 14
Memorial Day.....	Monday, May 29
Independence Day.....	Tuesday, July 4
Labor Day.....	Monday, September 4
Veteran's Day.....	Friday, November 10
Thanksgiving Day.....	Thursday, November 23
Christmas Eve.....	Monday, December 25
Christmas Day.....	Tuesday, December 26

*Please note: Christmas Eve falls on a Sunday and Christmas falls on a Monday, therefore, the county will be observing Monday and Tuesday as the holidays.*

The New Year's Day holiday for the year 2018 will be Monday, January 1.



# Deferred Compensation Retirement Contributions

Grant County partners with Wisconsin Deferred Compensation program and Nationwide deferred compensation program, to provide an additional avenue of saving for your retirement other than WRS. All benefit eligible employees have the option to save through pre-tax or after-tax payroll deduction.

Representatives from both programs will be in Lancaster to meet with employees that would like to learn about deferred compensation, have questions, or want to make changes to their accounts. Please see the below schedule and choose the location and time that works best for you.

## Representative Visit Schedule

### March 16, 2017

#### **Nationwide Retirement Solutions; Bill Barnes (608)358-4821**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 201)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 104)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **Wisconsin Deferred Comp.; Pam Hammond (608)241-6604**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 22)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

### September 21, 2017

#### **Nationwide Retirement Solutions; Bill Barnes (608)358-4821**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 201)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 104)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **Wisconsin Deferred Comp.; Pam Hammond (608)241-6604**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 22)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

**Please contact the Grant County Personnel Office with any questions you may have.  
 723-2540 or [dmergen@co.grant.wi.gov](mailto:dmergen@co.grant.wi.gov)**

# Aflac

## Representative Visit Schedule

Grant County's benefit eligible employees may participate in Aflac. This coverage helps you pay for medical related out-of-pocket costs.

Aflac policy changes/enrollments are effective July 1<sup>st</sup> and January 1<sup>st</sup>

A representative from Aflac will be in Lancaster to meet with employees that would like to learn about the coverage types, have questions, or want to make changes.

**Our contact person is Michelle Nodorft. (608)778-8057**

Please see the below schedule and choose the location(s) and time(s) that work best for you.

### One-on-One Meetings (no appointment needed)

#### **May 24, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 201)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **June 19, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

*11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend*

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **November 16, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **December 14, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

*11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend*

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

**Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or [jroling@co.grant.wi.gov](mailto:jroling@co.grant.wi.gov).**



# Attention Dean Health Insurance Members



**Dean Health Plan**

A member of SSM Health

## EmployerNews

### **\$50 Reward for Completing Health Assessment!**

**February 7, 2017**

Encourage your employees to start 2017 right by filling out their health assessment on [deancare.com/livinghealthy](http://deancare.com/livinghealthy). It only takes about ten minutes, and they get a \$50 gift card for their effort!

And that's just the start. Members can easily earn a total reward value of \$150 for participating in the Living Healthy program. More importantly, participants get a comprehensive summary of their current health status and helpful advice on how to stay healthy.



The Living Healthy program is open to all Dean Health Plan members and their spouses. Adult dependents may also participate in 2017, earning up to \$100 in rewards for completing healthy activities. \*

So encourage your employees to sign up online and take advantage of the tools that allow them to track their health progress and earn rewards for doing so. For example, note that you went in for your annual health checkup, and that counts toward your rewards. Same deal for your preventive dental visits. You got your flu vaccine? Excellent. That counts too, as do many other healthy behaviors.

The Living Healthy program also offers many suggestions on how to make lifestyle changes that result in improved health and wellbeing, such as getting more exercise, eating nutritiously and strategies for managing stress. Videos, calculators and other tools are all there at your fingertips to help you stay on track.

Living healthy does pay off—in more ways than one!

\*Only Dean Health Plan members, ages 18 and older, are eligible for Living Healthy rewards. However, adult dependents are only eligible for rewards for activities other than the health assessment, due to government regulations effective in 2017.

# Dana's Desktop

by Dana C. Andrews, Grant County IT Technician



## The World Sadly Mourns The Passing Of Bullwinkle J Moose...

One of the trends to come out of the recent election campaign was the acknowledgment that there are many (many) fake news stories being posted on social media sites that are being believed as legitimate items. While some of these come from malicious intent, the vast majority are written to make money.

From an article in The Washington Post; "How much money can you bring in by making stuff up and putting it on the Internet? 'I make like \$10,000 a month from AdSense,'" Paul Horner, a prolific, Facebook-focused fake news writer told us this week. And among a growing group of Macedonian (a hotbed for this technique) teenagers the most successful can make about \$5,000 a month. The money comes from ads, provided by the self-service ad technology of companies like Google and Facebook."

"FBI AGENT SUSPECTED IN HILLARY EMAIL LEAKS FOUND DEAD IN APPARENT MURDER-SUICIDE," a fabricated story posted to a fictional Denver news outlet just before the election got more than 500,000 shares on Facebook. "Pope Francis Shocks World, Endorses Donald Trump for President, Releases Statement" isn't remotely true, but one fake news website reeled in more than 100,000 shares with it.

Facebook, Twitter, Google, and others have announced initiatives to try and remove these false ads but the experts are pretty much in agreement that in some form, to some extent, they will continue to proliferate. They not only generate 'free' money but more and more are being used as another avenue to extend political messages and anti-social points of views. The above character, Paul Horner, claims that his headlines are a big reason that Donald Trump was elected. One of the things that adds validity to this claim is several key public figures re-tweeted links to his, often outrageous, stories. Quoted by him, "His (Trump) followers don't fact-check anything — they'll post everything, believe anything. His campaign manager (Corey Lewandowski) posted my story about a protester getting paid \$3,500 as fact. Like, I made that up. I posted a fake ad on Craigslist." Ironically he says he was for Hillary and 'hates Trump'.

Remember, the money is made when you click on the link. Feeling that you are not contributing by 'just looking' is untrue. One can only wonder how long before these sites also become havens for virus injection and information scrapping.

This is a computer test 1st graders are given in the U.S.

ASSESSMENT

### Keep It Private

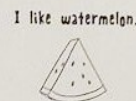
1. When is it okay to share your full name online?

- a) Never
- b) If someone asks you
- c) Always

2. Can you spot the private information? Mark an X through the information that you should not share with people you do not know well.



My address is  
2524 Sycamore Lane.



I like watermelon.



I like swimming.

My birth date is  
February 5th, 2004.

3. Which username tells too much about the person that created it?



a) joe\_brown\_1985



b) i\_love\_goldfish99



c) brown\_dogs\_are\_cool42

## Service Anniversaries

October, 2016 through March, 2017 (5 year increments)

**Sharon Reed** (Orchard Manor), **35 years** on January 27  
**Richard Place** (Sheriff's Office), **25 years** on November 12  
**Deanna Biefer** (ADRC), **25 years** on March 2  
**Kariann Yoose** (Orchard Manor), **20 years** on November 21  
**Wanita Blindert** (Orchard Manor), **20 years** on December 10  
**April Miller** (Orchard Manor), **20 years** on January 23  
**Lorna Wolf** (Health), **20 years** on February 3  
**Tina McDonald** (Clerk of Court's Office), **20 years** on February 13  
**Cindy Kratcha** (ADRC), **15 years** on October 11  
**Marlene Patterson** (Child Support), **15 years** on January 2  
**Rochelle Dilley** (Orchard Manor), **15 years** on January 22  
**Krystal Kirschbaum** (Orchard Manor), **15 years** on January 31  
**Eric Hottenstein** (Sheriff's Office), **10 years** on October 29  
**Johanne Hill** (Orchard Manor), **10 years** on November 1  
**Rodney Reuter** (Highway), **10 years** on March 26  
**Matthew Small** (Sheriff's Office), **5 years** on November 9  
**Steven Wayne** (ADRC), **5 years** on November 14  
**Duane Jacobson** (Sheriff's Office), **5 years** on November 20  
**Matthew Myhre** (Highway), **5 years** on December 4  
**Deanna Steines** (Information Technology), **5 years** on January 3  
**Debra Lange** (Orchard Manor), **5 years** on January 4  
**Kristi Brunton** (Sheriff's Office), **5 years** on January 29  
**Tami Jo Taylor** (Register in Probate's Office), **5 years** on February 20  
**Amy Olson** (Fair), **5 years** on March 19  
**Amy Belscamper** (Health), **5 years** on March 20

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## Retirement Recognition

July 23, 2016 through February 6, 2017

**John Anderson** (County Clerk's Office), **27 years** (retired August 12)  
**Linda Roesch** (Register of Deeds' Office), **35 years** (retired October 13)  
**Jeff Krueger** (Conservation, Sanitation, and Zoning), **6 years** (retired October 31)  
**Lois Reynolds** (Orchard Manor), **19 years** (retired December 6)  
**Pat Perkins** (District Attorney's Office), **28 years** (retired December 30)  
**Cathy McPhail** (UW Extension), **27 years** (retired December 30)  
**Colleen Nelson** (Clerk of Court's Office), **34 years** (retired January 6)  
**Micki Smith** (Orchard Manor), **16 years** (retired January 8)  
**Mary Koenen** (Health), **31 years** (retired January 12)

***Grant County wishes you a happy and healthy retirement!***

**Reminder** ~~ Please contact the County Personnel Office at least two months before your retirement date so we can assist you with the process.



# Road Repair and Building



S	D	Z	O	A	E	G	D	M	R	A	S	R	H	G	N	R	E
D	I	E	S	G	R	A	D	E	R	S	T	P	R	L	I	N	E
S	O	G	T	S	E	D	U	C	H	A	Z	A	R	D	S	F	T
E	S	Z	N	O	B	B	M	R	G	R	V	V	T	R	N	R	R
D	E	A	E	A	U	L	P	P	N	E	Y	E	L	E	R	S	N
R	A	L	M	R	G	R	T	E	L	N	A	M	A	A	O	S	G
E	L	A	K	G	S	E	R	X	D	R	A	E	H	L	O	E	T
R	C	O	N	S	T	R	U	C	T	I	O	N	P	A	C	L	N
Y	O	B	A	R	R	I	C	A	D	E	S	T	S	P	G	O	W
T	A	T	B	E	D	R	K	V	P	G	Y	C	A	N	S	H	O
S	T	L	M	Z	P	S	O	A	T	A	O	T	I	R	U	T	R
O	R	T	E	O	R	N	T	T	L	N	G	G	E	A	E	O	K
S	S	E	G	D	I	R	B	O	C	I	G	A	R	F	U	P	Z
R	R	E	L	L	O	S	U	R	F	A	C	I	N	G	A	E	O
T	G	E	T	L	E	D	E	S	L	R	P	E	H	Z	O	S	N
D	S	C	M	U	O	T	T	F	O	D	E	M	S	E	E	T	E
N	Z	A	V	B	E	R	A	S	R	E	D	A	O	L	E	S	R
M	N	C	I	F	F	A	R	T	S	K	C	A	R	C	A	C	A

Asphalt  
Barricades  
Bridges  
Bulldozers  
Compactor  
Concrete  
Construction  
Cracks

Delay  
Detour  
Dozers  
Drainage  
Dump Truck  
Embankments  
Excavators  
Flagging

Graders  
Gravel  
Hazards  
Loaders  
Operator  
Patrolman  
Pavement  
Potholes

Rollers  
Rough  
Safety  
Sealcoat  
Signage  
Surfacing  
Traffic  
Work Zone

